

<b>Country</b>	<b>Philippines</b>		
<b>PLCName</b>	<b>AsianLife and General Assurance Corporation</b>		
<b>StockCode</b>			
<b>Expert Name</b>			
<b>Sector</b>	<b>Insurance</b>		
<b>Year</b>	<b>2014</b>		
<b>Date of Financial Year End</b>			
		<b>Yes / No</b>	<b>Source Document/ Location of Information</b>
<b>C</b>	<b>Role of Stakeholders</b>		
<b>C1</b>	<b>The rights of stakeholders that are established by law or through mutual agreements are to be respected.</b>		
	Does the company disclose a policy that :		
C11	Stipulates the existence and scope of the company's efforts to address customers' health and safety?	Y	As a health and life benefits provider, the Company ensures that the health and safety of its customers, stakeholders and employees are sufficiently covered through various activities conducted annually such as Wellness Program, health seminars and many others.  * Annual Report * Company Website & Email * Policy on Corporate Social Responsibility

C12	Explains supplier/contractor selection practice?	Y	<p>The Company ensures that its policy on the selection practices of contractors / suppliers are conducted with utmost regard to the principles of fairness and transparency under the 'best practices rule' and as sufficiently covered by its Manual of Code of Conduct.</p> <ul style="list-style-type: none"> <li>* Annual Report</li> <li>* Announcement</li> <li>* Code of Conduct</li> <li>* Code of Ethics</li> </ul>
C13	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Y	<p>The Company believes that a responsible organization is one that lives the principles of good governance. In this regard, the Company strives to ensure that the objectives of corporate social responsibility are achieved and maintained.</p> <ul style="list-style-type: none"> <li>* Annual Report</li> <li>* Company Website</li> <li>* Corporate Social Responsibility</li> </ul>

C14	Elaborates the company's efforts to interact with the communities in which they operate?	Y	<p>The Company believes that a responsible organization is one that lives the principles of good governance. In this regard, the Company strives to ensure that the objectives of corporate social responsibility are achieved and maintained.</p> <p>* Annual Report * Company Website * Corporate Social Responsibility</p>
C15	Directs the company's anti-corruption programmes and procedures?	Y	<p>The Company's Manual for Employees and Code of Conduct enjoin all employees to strictly adhere to the anti-corruption &amp; anti-fraud policy, including those transactions with conflicts of interests.</p> <p>* Annual Report * Manual on Corporate Governance</p>
C16	Describes how creditors' rights are safeguarded?	Y	<p>It is the policy of the Company to conduct its business with its partners in an efficient and fair manner, thereby ensuring that the creditor's rights are safeguarded and aligned with and guided by the Company's Manual on Corporate Governance.</p> <p>* Annual Report * Manual on Corporate Governance</p>
	Does the company disclose the activities that it has undertaken to implement the above mentioned policies?		

C17	Customer health and safety	Y	The cited activities and programs are undertaken to implement the various policies of the Company and are regularly disclosed in its Annual Report.  * Annual Report * Manual on Corporate Governance * Company Website * Announcement
C18	Supplier/Contractor selection and criteria	Y	
C19	Environmentally-friendly value chain	Y	
C110	Interaction with the communities	Y	
C111	Anti-corruption programmes and procedures	Y	
C112	Creditors' rights	Y	
C113	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	Y	The Company's Annual Report contain a separate section concerning Corporate Responsibility.  * Annual Report
C2	<b>Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.</b>		
C21	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	Y	The Company provides a mechanism or avenue (e.g. helpdesk, hotlines, etc.) wherein its stakeholders can raise their concerns, feedbacks and/or complaints.  * Annual Report * Manual on Corporate Governance * Company Website & Intranet
C3	<b>Performance-enhancing mechanisms for employee participation should be permitted to develop.</b>		

C31	Does the company explicitly disclose the health, safety, and welfare policy for its employees?	Y	The health, safety and welfare of our employees are explicitly disclosed in the Company Intranet facility and Employee Handbook & Manual. The Company regularly updates the employees about various health and wellness programs that implement such policies. Except those which are purely private and confidential in nature, the Company publish through announcements respecting future health and wellness programs and activities.
C32	Does the company publish data relating to health, safety and welfare of its employees?	Y	<p>* Annual Report</p> <p>* Manual on Corporate Governance</p> <p>* Company Website &amp; Intranet</p> <p>* Announcement</p>
C33	Does the company have training and development programmes for its employees?	Y	<p>As part of the policy to retain the best human resource, the Company provides training and development programs and/or allows our employees to undergo trainings, seminars and symposia to enhance their personal and career development. Training and Development programs and activities are announced through the Intranet facility.</p> <p>* Annual Report</p> <p>* Manual on Corporate Governance</p> <p>* Company Website &amp; Intranet</p> <p>* Announcement</p>
C34	Does the company publish data on training and development programmes for its employees?	Y	

C35	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	Y	<p>The Company has a reward/compensation policy that accounts for the performance of the Company beyond short-term financial measures (e.g. Variable Incentives, 14th Month, long-term incentive plan, etc.)</p> <ul style="list-style-type: none"> <li>* Company Intranet</li> <li>* Employee Handbook &amp; Manual</li> <li>* Annual Report</li> <li>* Announcement</li> </ul>
C4	<b>Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.</b>		
C41	Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?	Y	<p>The Company's Employee Handbook &amp; Code of Conduct Manual require all employees to observe ethical behavior in line with the 'best practices rule' and ensures that all complaints and/or grievances are properly addressed and treated with utmost confidentiality (e.g. Whistle Blower Policy)</p> <ul style="list-style-type: none"> <li>* Company Intranet</li> <li>* Employee Handbook &amp; Manual</li> <li>* Annual Report</li> </ul>
C42	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	Y	